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AGREEMENT

on

PROFESSIONAL NEGOTIATIONS

GREENWICH TOWNSHIP BOARD OF EDUCATION

and

GREENWICH TOWNSHIP TEACHERS ASSOCIATION

This Agreement Entered Into the 12<sup>th</sup> day of October, 1969,  
by and between the Greenwich Township Board of Education, hereinafter  
sometimes called the "Board" and the Greenwich Township Teachers Associa-  
tion, hereinafter sometimes called the "GTTA".

It Is Hereby Agreed As Follows:

Article I. RECOGNITION

The Board does hereby recognize the Greenwich Township Teachers  
Association as the exclusive negotiating agent and official representative for  
the teachers and school nurse in the Greenwich Township school district.

Article II. SALARIES

The parties hereto agree on and adopt the Salary Guide attached hereto.

Article III. INSURANCE

Health and accident insurance is available on a group basis to school  
personnel.

The Board of Education will pay for the complete cost of employee  
and family enrollment in the "Public and School Employees' Health Benefit  
Program" and shall take effect as expeditiously as possible.

Every employee shall be covered by the Workmen's Compensation Law.

#### Article IV. GRIEVANCE PROCEDURE

The parties hereto agree on use of the following grievance procedure.

A grievance shall be defined as an alleged violation of the written negotiated agreement.

The term "grievance" shall not apply to any matter as to which a method of review is prescribed by law or by any rule or regulation of the State Commissioner of Education having the force and effect of law, or by any by-laws of the Board of Education.

The procedure for appealing a grievance must follow, in sequence, the following steps before reaching the Board of Education.

1. Any grievance by a teacher or group of teachers shall first be registered in writing within five (5) days of the date of the alleged violation with the Administrative Principal. The Administrative Principal must discuss the issue with the aggrieved party, and shall render a decision within fifteen (15) school days after receiving the written grievance. If a satisfactory settlement is not reached from this action, the next step is:

2. The grievance shall be registered in writing within five (5) days of the date of the administrative decision concerning the grievance with the chairman of the teachers committee of the Board of Education. The teachers committee must discuss the issue with the aggrieved party and shall render a decision within fifteen (15) school days after receiving the written grievance. The aggrieved party may be accompanied by a member of the teachers negotiating team. If a satisfactory settlement is not reached from this action, the next step is:

3. The grievance shall be registered in writing within five (5) days of the date of the teachers committee decision concerning the grievance with the Secretary of the Board of Education. The full Board of Education must discuss the issue with the agrieved party and shall render a decision within fifteen (15) school days after receiving the written grievance. The agrieved party may be represented.

4. Nothing herein shall be construed as requiring the Greenwich Township Board of Education to give reasons for non-renewal of contract of teachers not under tenure.

#### Article V. CONTRACTS

All contracts shall conform to state laws and shall include: (1) employment assignment, (2) period of employment, (3) salary, (4) method of pay.

Notice of employment to tenure teachers shall include: (1) employment assignment, (2) period of employment, (3) salary, (4) method of pay.

Contracts for teachers and the Administrative Principal shall be voted at or before the February meeting and submitted to same as soon as possible.

~~All contracts must be returned within 15 calendar days after individual~~  
receives it, then can be voided only after October 1st.

#### Article VI. REIMBURSEMENT FOR COURSES

Members of the instructional staff will be eligible for course reimbursement at the rate of \$20.00 per credit hour with a maximum of \$120.00 in any school year provided the following requirements are satisfied:

1. Request for reimbursement, which is to be made through the Administrative Principal, shall take place after the teacher begins teaching in the new contract year.

2. An official transcript is to be filed with the Administrative Principal showing successful completion of courses for which one wishes to be reimbursed.

3. Reimbursement shall be made for graduate courses only, and the courses must be directly related to the individuals' contracted area of specialization.

4. Courses taken to meet certification requirements are not reimbursable.

#### **Article VII. REPORTING ABSENCES**

As soon as an employee knows that he is going to be absent, he is to notify the Administrative Principal or designated individual at once so as to afford him time to obtain a substitute. In cases of continuous absence, care should be taken to notify the school soon enough for the substitute to make plans for returning the next school day.

Absences are to be reported before 8:45 A. M. of the day the employee will be absent, if possible.

All requests for personal leave are to be made at least 24 hours in advance to the Administrative Principal.

#### **Article VIII. DURATION OF AGREEMENT**

This agreement shall be effective as of the date of September 1, 1969 and shall continue in effect through June 30, 1970.

Article IX. COMPLETE AGREEMENT

This agreement incorporates and finalizes all of the areas of negotiation heretofore discussed between the parties hereto and contains the complete and final understanding between said parties.

In Witness Whereof, the said parties have hereunto set their hands and seals, or caused these presents to be signed by their proper corporate officers and caused their proper corporate seal to be hereto affixed, the day and year first above mentioned.

GREENWICH TOWNSHIP BOARD OF EDUCATION

BY

Lloyd E. Fosa

Lloyd E. Fosa, President

ATTEST:

Gladys E. Rush

Gladys E. Rush, Secretary

GREENWICH TOWNSHIP TEACHERS ASSOCIATION

BY

Harry C. Rosenfeld

Harry C. Rosenfeld, President

  

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**GREENWICH TOWNSHIP SCHOOL  
STEWARTSVILLE, N. J. 08886**

**1969-70 Salary Guide**

<b>Years of Employment</b>	<b>None-Degree</b>	<b>Bachelor's Degree or 128 Credits</b>	<b>Bachelor's Degree + 30 graduate credits* or Masters*</b>	<b>Masters Degree + 30 graduate credits*</b>
<b>1</b>	<b>5800</b>	<b>6200</b>	<b>6500</b>	<b>6900</b>
<b>2</b>	<b>5900</b>	<b>6500</b>	<b>6900</b>	<b>7200</b>
<b>3</b>	<b>6200</b>	<b>6900</b>	<b>7200</b>	<b>7500</b>
<b>4</b>	<b>6500</b>	<b>7200</b>	<b>7500</b>	<b>7800</b>
<b>5</b>	<b>6800</b>	<b>7500</b>	<b>7800</b>	<b>8100</b>
<b>6</b>	<b>7100</b>	<b>7800</b>	<b>8100</b>	<b>8400</b>
<b>7</b>		<b>8100</b>	<b>8400</b>	<b>8800</b>
<b>8</b>		<b>8400</b>	<b>8700</b>	<b>9000</b>
<b>9</b>		<b>8700</b>	<b>9000</b>	<b>9300</b>
<b>10</b>		<b>9000</b>	<b>9300</b>	<b>9600</b>
<b>11</b>		<b>9300</b>	<b>9600</b>	<b>9900</b>
<b>12</b>		<b>9600</b>	<b>9900</b>	<b>10,200</b>

Teachers to be placed on guide effective September, 1969 based upon the recommendations of the Administrative Principal and the approval of the Greenwich Township Board of Education.

\*Graduate Credits or degree acceptable must be in the teachers major area of employment.